

ANTI-BULLYING POLICY SHILLINGSTONE CE PRIMARY SCHOOL

All of Shillingstone CE Primary School's policies should be read in conjunction with the Child Protection Policy (including Safeguarding policy) and Procedures.

MISSION STATEMENT

**For the body is not one member but many. 1 Corinthians 12-14
Growing Together. Together we learn.**

Our vision reminds us that the body of Christ, or the people that are the whole of humanity, are a team. The body is not supported by one person, but by all of us. We are one; we are strongest working together in unity. As we all work together we demonstrate our Christian values of respect, compassion, friendship and trust. Our ambition is to: Celebrate diversity, Make a change, and Support families.



AIMS

The school aims to:

1. Ensure that all children feel safe, confident and valued;
2. To provide a safe and secure environment where high standards of behaviour are rewarded and unacceptable behaviour is discouraged;
3. To take seriously any observed or reported incidents of bullying and deal with them immediately;
4. To provide role models within the school.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously our school's first priority but emotional bullying can be more damaging than physical; so teachers will make careful judgements about each specific case.

Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Children must be encouraged to report bullying in school. All school's staff

must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. We teach children about this on a regular basis through our Christian values. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns and the odd falling out (e.g. unkind words). We all have to learn how to deal with these situations and develop problem solving and social skills to repair relationships.

What is Cyber-Bullying?

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying which can happen 24/7, with a potentially bigger audience, and more accessories as people forward on content at a click. The primary concerns for our school is to keep children safe on the Internet, ensuring that pupils are educated to be responsible users and are adequately supervised whilst using computers in schools. However, new technology applications such as Instant Messaging, Peer to Peer, mobile telephones and web-based e-mail, mean that Internet use is more remote and harder to monitor. It is imperative, therefore, that we use teaching materials to educate pupils about such applications regardless of whether they are being used in the classroom. This work will be completed during Computing lessons and Jigsaw.

Bullying Outside School Premises

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it will be investigated and acted on. The head teacher will consider whether it is appropriate to notify the police or anti-social behaviour coordinator in the local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of

behaving. At Shillingstone CE Primary School all concerns about bullying will be taken seriously and investigated thoroughly.

Objectives of this Policy

- All Academy Committee members, teaching and non-teaching staff, children and parents should have an understanding of what bullying is;
- All Academy Committee members and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported;
- All children and parents should know what the school policy is on bullying, and what they should do if bullying arises;
- As a school we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported;
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school;
- begs to be driven to school;
- changes their usual routine;
- is unwilling to go to school (school phobic);
- asks to move school;
- begins to truant;
- becomes withdrawn anxious, or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do poorly in school work;
- comes home with clothes torn or books damaged;
- arrives home hungry (because lunch has been taken)
- has possessions which are damaged or "go missing";
- asks for money or starts stealing money (to pay bully);
- has unexplained cuts or bruises;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above;
- is afraid to use the internet or mobile phone;
- is nervous, secretive or jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

- 1) Report bullying incidents to the class teacher who will log it in the behaviour book and monitor identified children (bully/bullies and 'victim');
- 2) In cases of serious bullying, the incidents will be reported to the senior leadership team;
- 3) In serious cases parents of the 'bully' and 'victim' should be informed and will be asked to come in to a meeting to discuss the problem and possible solutions and/or sanctions;
- 4) The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly using a range of strategies to support the 'victim' (e.g. support from ELSA);
- 5) An attempt will be made to help discourage the bully (bullies) and to change their behaviour, e.g. monitoring of child at break/lunch times;
- 6) If necessary and appropriate, police will be consulted.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place;
- 2) In serious cases, exclusion will be considered;
- 3) Wherever possible, the children will be reconciled;
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place;
- 5) If appropriate, use of counselling (ELSA) will be used;
- 6) Liaison with parents/carer and social worker or any other outside agency, as appropriate, will take place;
- 7) A 'log' of all incidences and consequences will be kept by the class teacher/Headteacher using the behaviour/incident log book.

Prevention

All staff and children will follow the school's behaviour policy to help support the prevention of bullying at Shillingstone CE Primary School.

At Shillingstone CE Primary School, we teach appropriate behaviour strategies through PSHE/Jigsaw curriculums and modelled and taught by adults in all their interactions with children and others. Within this teaching it will be necessary to differentiate to support those pupils who find it difficult to learn appropriate emotional and social behaviours. During lessons children are taught to be assertive, considerate and confident. Work is also done to raise awareness of bullying issues, for e.g. we hold an annual anti-bullying week. It may be appropriate to deliberately do some extra or specific work for whole groups in response to incidents at times. One way of promoting positive behaviour is to provide learning activities which raise self-esteem. These are planned into the curriculum using a system of circle time through whole class and group activities.

Monitoring

All staff are expected to be vigilant and to ensure that the headteacher is aware should incidents of bullying occur.

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Role of SAST:

The headteacher will contact SAST (Deputy CEO, Inclusion lead, Safeguarding lead) before the suspension/exclusion to discuss the situation.

Role of Academy Committee representatives:

Should Academy Committee members be aware of any cases of bullying which may happen without the knowledge of the school these should be brought to the attention of the headteacher.

The Chair of the academy Committee is informed of all exclusions/suspensions.

Reference material: DfE Advice July 2011, 'Preventing and tackling bullying – Advice for school leaders, staff and governing bodies.

Reviewed: **Autumn term 2024**

Next review date: **Autumn term 2025**